

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCS), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCS survey was discontinued.

Ready Facts Catalog for the Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, CMSA:

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Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$22.59	\$12.20	\$21.72	\$21.48	\$21.53	\$22.17
All excluding sales	22.80	12.83	21.96	21.84	21.92	20.16
White collar	26.97	15.63	28.41	25.53	26.10	25.92
White-collar excluding sales	27.83	19.05	29.66	26.70	27.25	33.06
Professional specialty and technical	31.97	26.66	36.95	29.74	31.66	—
Professional specialty	33.43	27.90	35.75	32.02	33.08	—
Technical	25.99	20.41	46.26	21.87	25.77	—
Executive, administrative, and managerial	34.85	—	27.53	35.09	34.67	36.71
Sales	19.37	8.46	12.15	17.71	14.00	24.15
Administrative support, including clerical	15.99	12.00	16.44	15.36	15.61	—
Blue collar	18.24	11.87	19.31	15.84	17.85	16.58
Precision production, craft, and repair	21.90	—	22.72	20.74	22.05	17.88
Machine operators, assemblers, and inspectors	15.76	—	16.70	14.52	15.99	12.31
Transportation and material moving	17.65	—	19.40	14.50	16.65	—
Handlers, equipment cleaners, helpers, and laborers	15.03	9.72	16.20	11.75	14.28	—
Service	14.05	8.43	16.70	10.12	13.01	—
	Relative error ⁶ (percent)					
All occupations	2.4	3.2	2.0	3.3	2.3	10.1
All excluding sales	2.5	3.4	2.0	3.3	2.3	19.9
White collar	2.4	4.2	2.5	3.3	2.5	10.7
White-collar excluding sales	2.3	4.6	2.5	3.1	2.3	21.6
Professional specialty and technical	2.6	4.4	3.1	3.4	2.5	—
Professional specialty	3.2	4.6	2.3	4.3	3.1	—
Technical	5.1	7.1	19.0	4.0	4.9	—
Executive, administrative, and managerial	6.1	—	8.7	6.3	6.2	22.8
Sales	7.2	4.1	7.7	8.0	6.6	10.8
Administrative support, including clerical	2.0	3.6	5.2	2.3	1.8	—
Blue collar	2.7	10.1	3.0	3.6	2.1	20.8
Precision production, craft, and repair	3.3	—	3.4	5.5	3.3	11.2
Machine operators, assemblers, and inspectors	5.7	—	10.5	2.3	4.7	16.7
Transportation and material moving	5.0	—	4.7	3.1	4.7	—
Handlers, equipment cleaners, helpers, and laborers	5.6	12.6	5.3	5.6	5.8	—
Service	3.3	1.5	3.3	2.6	2.6	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 5-2. **Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003**

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
		Mean								
All occupations	\$20.79	-	\$14.85	-	-	-	-	-	-	-
All excluding sales	21.12	-	14.85	-	-	-	-	-	-	-
White collar	25.44	-	-	-	-	-	-	-	-	-
White-collar excluding sales	26.83	-	-	-	-	-	-	-	-	-
Professional specialty and technical	30.29	-	-	-	-	-	-	-	-	-
Professional specialty	31.58	-	-	-	-	-	-	-	-	-
Technical	26.24	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	35.26	-	-	-	-	-	-	-	-	-
Sales	17.10	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	15.64	-	-	-	-	-	-	-	-	-
Blue collar	17.66	-	15.23	-	-	-	-	-	-	-
Precision production, craft, and repair	22.09	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	15.71	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.80	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	13.86	-	-	-	-	-	-	-	-	-
Service	10.56	-	-	-	-	-	-	-	-	-
		Relative error ⁵ (percent)								
All occupations	3.1	-	2.0	-	-	-	-	-	-	-
All excluding sales	3.2	-	2.0	-	-	-	-	-	-	-
White collar	3.2	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.0	-	-	-	-	-	-	-	-	-
Professional specialty and technical	3.3	-	-	-	-	-	-	-	-	-
Professional specialty	4.3	-	-	-	-	-	-	-	-	-
Technical	5.3	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	6.7	-	-	-	-	-	-	-	-	-
Sales	7.0	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.3	-	-	-	-	-	-	-	-	-
Blue collar	2.9	-	.6	-	-	-	-	-	-	-
Precision production, craft, and repair	3.8	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	5.9	-	-	-	-	-	-	-	-	-
Transportation and material moving	6.1	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.6	-	-	-	-	-	-	-	-	-
Service	3.0	-	-	-	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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Table 5-3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$20.79	\$18.51	\$21.30	\$18.57	\$24.18
All excluding sales	21.12	18.20	21.78	18.96	24.49
White collar	25.44	24.11	25.65	22.20	28.66
White-collar excluding sales	26.83	24.34	27.23	24.12	29.44
Professional specialty and technical	30.29	26.17	30.83	26.86	32.60
Professional specialty	31.58	26.00	32.37	28.64	33.94
Technical	26.24	26.92	26.17	22.20	28.24
Executive, administrative, and managerial	35.26	33.56	35.65	34.36	36.69
Sales	17.10	22.83	16.13	15.85	17.00
Administrative support, including clerical	15.64	12.48	16.13	15.99	16.31
Blue collar	17.66	17.19	17.83	16.54	20.78
Precision production, craft, and repair	22.09	20.42	22.73	21.71	23.90
Machine operators, assemblers, and inspectors	15.71	15.83	15.69	13.86	18.57
Transportation and material moving	16.80	16.45	16.99	17.15	15.14
Handlers, equipment cleaners, helpers, and laborers	13.86	14.13	13.76	13.42	15.63
Service	10.56	8.39	11.08	9.99	11.99
	Relative error ⁴ (percent)				
All occupations	3.1	6.2	3.5	4.7	3.7
All excluding sales	3.2	5.2	3.5	4.9	3.8
White collar	3.2	7.7	3.6	5.2	3.4
White-collar excluding sales	3.0	6.6	3.2	4.9	3.5
Professional specialty and technical	3.3	9.3	3.6	7.6	2.9
Professional specialty	4.3	12.1	4.7	10.8	3.6
Technical	5.3	22.7	5.2	4.5	7.4
Executive, administrative, and managerial	6.7	9.5	6.9	12.7	3.9
Sales	7.0	22.3	6.0	7.7	5.4
Administrative support, including clerical	2.3	2.6	2.6	5.0	2.5
Blue collar	2.9	6.9	3.9	6.1	4.0
Precision production, craft, and repair	3.8	7.0	5.0	9.1	4.1
Machine operators, assemblers, and inspectors	5.9	15.1	5.0	7.8	3.8
Transportation and material moving	6.1	6.2	9.1	10.0	14.7
Handlers, equipment cleaners, helpers, and laborers	6.6	13.5	6.3	8.3	9.9
Service	3.0	8.9	2.6	3.8	2.5

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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